

SOUTHERN CALIFORNIA EMPLOYMENT ROUND TABLE (SCERT) PRESENTS:

## ***“Overcoming Wage and Hour Issues”***

Breakfast Seminar Sponsored by Northrop Grumman

**Wednesday, September 28, 2005 7:30 a.m. to 11:30 a.m.**

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Numerous California employers have faced class action suits based on long-standing wage and hour issues. This year alone there have been five huge settlements in California:

- State Farm Auto Insurance paid \$135 million to settle an overtime issue with its adjusters.
- Merrill Lynch paid \$37 million to settle an overtime issue with its California brokers.
- Computer Science Corporation paid \$24 million to some 30,000 technical support workers who claimed they were misclassified as exempt.
- Four major grocery chains paid \$22.4 million to 2,000 janitors who claimed they were forced to work seven days without being paid overtime.
- Los Robles Hospital paid \$4.75 million to settle a claim that it failed to pay for missed rest periods and meal breaks.

*Everyone* with Human Resources responsibilities needs to better understand these issues, how to identify them, and how to support their employer in resolving them proactively. This program provides the essential knowledge *you* need to assist your employer with such issues as meal & rest periods, computing overtime, time records, pay for terminated employees, on-call and beeper pay, alternative work weeks, pay stubs, exempt status, etc.

### **Seminar Agenda**

- 7:30 a.m. Registration/Networking/Continental Breakfast
- 8:00 a.m. **Opening Remarks:** *Marie Waller*, Diversity & EEO Administrator,  
The Aerospace Corporation, SCERT Chairperson  
*Marcia Haight*, Haight Consulting, Conference Chair
- DFEH Update:** *Wanda J. Kirby*, Chief Deputy Director,  
California Department of Fair Employment and Housing
- 8:10 a.m. **Legal Update:** *Pamela Thomason*,  
Sexual Harassment & Title IX Officer, UCLA
- 9:00 a.m. **“Key Wage & Hour Issues Facing California Employers Today — and What to Do About Them”**  
*Joe Beachboard, Esq.*, Ogletree, Deakins, Nash, Smoak & Stewart  
*Jonathan Boxer, Esq.*, Senior Counsel, Northrop Grumman
- 10:00 a.m. Break
- 10:15 a.m. **Workshop: “Recognizing and Resolving Wage & Hour Issues”**
- 11:00 a.m. **Questions and Answers**
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### ***ABOUT THE SOUTHERN CALIFORNIA EMPLOYMENT ROUND TABLE (SCERT)***

*SCERT, a non-profit corporation, is a partnership between the California Department of Fair Employment and Housing and volunteer employer representatives. Its mission is to help employers understand issues related to employment discrimination and promote the elimination of discrimination. It also seeks to facilitate a constructive relationship between the Department and employer community.*

**SCERT SEPTEMBER 2005 BREAKFAST SEMINAR SPONSORED BY NORTHROP GRUMMAN**

**REGISTER NOW!**

☐ Check for \$ \_\_\_\_\_ enclosed.

☐ I will need this reasonable accommodation during the seminar::

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Type of Business: \_\_\_\_\_

Number of Employees: \_\_\_\_\_

*Seating is limited! Reservations accepted on a "first come, first served" basis.*

*For security purposes, no reservations can be accepted after **September 21, 2005**.*

*No refunds, but substitutions will be granted. You will not receive confirmation of your reservation.*

**Questions?**

Contact Cathy Bell  
(310) 206-3476 Telephone  
(310) 206-3622 Fax  
cbell@conet.ucla.edu

**Do you know someone who would like to receive information about SCERT and upcoming activities?**

Ask them to send their name, title, employer, telephone number, & e-mail address to  
cbell@conet.ucla.edu

**\$ 40.00 per person**  
***Fee includes continental breakfast and resource materials***

**Register by September 21, 2005!**

Send your check to:  
SCERT, Inc.  
Ms. Cathy Bell  
2241 Murphy Hall, UCLA  
Box 951405  
Los Angeles, CA 90095-1405

**Seminar Site:**

Northrop Grumman Corporate Headquarters  
1840 Century Park East  
(between Little Santa Monica and Constellation)  
19th Floor Assembly Room  
*Check in with photo i.d. at Security Desk in Lobby.*

**Parking:**

Free valet parking provided at rear of building.

***Save the Date!***

**REGISTRATION IS ALSO TAKING PLACE NOW FOR THE 2005 SCERT FALL CONFERENCE AND CAROL F. SCHILLER AWARD LUNCHEON:**

***"Managing Today's Workplace: New Challenges and New Twists on Old Issues  
What Both Managers and Human Resources Professionals Must Know"***

**Wednesday, November 9, 2005**

*For details, e-mail cbell@conet.ucla.edu or visit www.dfeh.ca.gov*